

duties, experience, responsibilities, and authority shall be paid comparable salaries in accordance with the relative value of the services to be performed. In establishing rates of pay, the State Employees Standard Salary Board gives consideration to experience; to the prevailing rates of pay for the same or comparable services performed in public and private employment; to living costs, maintenance, or other benefits received by employees; and to the State's financial condition and policies. If the Governor approves the pay plan, he uses it in preparing the State budget, and the plan has the force of law at the time the next State budget takes effect if funds for such pay plan are provided therein. The Board may recommend amendments to the plan from time to time and when approved by the Governor and so included in the next State budget, such amendments have the force of law. Solely in cases of acute emergency, amendments may be made from time to time in the pay plan to take effect at any time before the effective date of the next State budget if the amendment is necessary in order to procure or to retain in the State service essential career administrative employees performing executive functions or essential professional or technical employees; and upon approval of the Board of Public Works, after recommendation by the Standard Salary Board, such amendments shall have the force of law in the same manner as if they had been originally incorporated in the schedule.

Each employee in the Classified and Unclassified Service is paid at one of the rates set forth in the pay plan for the grade or class of position in which he is employed. Faculty positions, Librarians, and Registrars of the University of Maryland, State teachers colleges, and Morgan State College are excluded from the jurisdiction of the Salary Board. The Board formulates rules and regulations for the administration of the Act. These rules include provisions for automatic increases, from minimum to maximum, of the rates established by the schedule; and, after approval by the Governor, have the force of law (Code 1957, Art. 64A, secs. 26, 27, 28, 29, 30, and Acts 1959, chap. 669).

Appropriations	1959	1960
General Funds	\$502,090	\$2,090
Staff: None.		

EMPLOYEES' RETIREMENT SYSTEM

Board of Trustees

Chairman: Hooper S. Miles, State Treasurer
 Ex officio members: Louis L. Goldstein, Comptroller of the Treasury; James G. Rennie, Director, Department of Budget and Procurement; Russell S. Davis, State Commissioner of Personnel.

Appointed by the Board of Public Works: Albert W. Ward, 1961.

Elected by the members: Robert L. Serviss, 1961; T. Walter Gough, 1963.

John P. Mannion, Director
 C. W. Barnes, Assistant to the Director

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The Employees' Retirement System was established in 1941 to provide a plan of retirement for, and administer pensions to, retired State employees. The System is directed by a board of seven trustees, four of whom are ex officio; of the other three, one is appointed by